

2011 DRAFTING REQUEST

Bill

Received: 12/06/2011

Received By: phurley

Wanted: Soon

Companion to LRB:

For: Michelle Litjens (608) 266-7500

By/Representing:

May Contact:

Drafter: rchampag

Subject: Employ Pub - miscellaneous

Addl. Drafters:

Extra Copies:

Submit via email: YES

Requester's email: Rep.Litjens@legis.wi.gov

Carbon copy (CC:) to:

Pre Topic:

No specific pre topic given

Topic:

Pay progression for ADAs; 17 steps

Instructions:

See attached.

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?							State
/1	rchampag 12/09/2011	jdyer 12/12/2011	rschluet 12/12/2011		lparisi 12/12/2011		State
/2	rchampag 12/21/2011	jdyer 01/04/2012	jfrantze 01/04/2012		lparisi 01/04/2012	ggodwin 01/18/2012	

FE Sent For:

<END>

→ At Intro.

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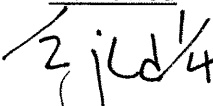

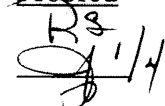
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For: **Michelle Litjens (608) 266-7500**

By/Representing:

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Drafter: **rchampag**

Subject: **Criminal Law - district attys**

Addl. Drafters:

Extra Copies:

Submit via email: **YES**

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/?

rchampag

12/12 jld

NR

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FE Sent For:

<END>

Champagne, Rick

From: Turke, Jon
Sent: Monday, December 05, 2011 10:34 AM
To: Champagne, Rick
Subject: ADA Pay

Attachments: Stand Alone Legislation Drafting Instructions - Nov. 21, 2011 (00456831).doc

Hey Rick,

Here are some additional drafting notes for the ADA pay progression. I can't remember if I already sent this to you, so I apologize if I already did.

Thank you!



Stand Alone
Legislation Drafti...

Jon Turke
Office of State Representative Michelle Litjens
56th Assembly District
Phone: 608-266-7500
Office: 221 North

November 21, 2011

**Drafting Instructions for a
Merit-based Pay System for Assistant District Attorneys**

This legislation creates a statutory framework for a merit-based pay system for district attorneys to provide pay increases to assistant district attorneys who merit those increases as a means to stem the loss of an experienced prosecutorial workforce. This legislation does not include an appropriation to fund any pay increases for assistant district attorneys. Accordingly, the implementation of the framework is delayed until the 2013-14 biennium.

Beginning July 1, 2012, a 17-step merit-based pay progression plan is established. The 17 steps in the system are established by dividing the difference between the starting and the maximum salary of assistant district attorneys by 17.

On July 1, 2013, all non-probationary assistant district attorneys who are not at the maximum hourly wage level shall move to the hourly wage step that most closely matches, but is not less than, their current hourly wage. Beginning July 1, 2013, all probationary assistant district attorneys shall move to the hourly wage step that most closely matches, but is not less than, their current hourly wage on the next anniversary of their initial employment.

On July 1, 2014, and on each July 1 thereafter, all non-probationary assistant district attorneys who are not at the maximum hourly wage level may move up one full wage step at the discretion of the district attorney. Beginning July 1, 2014 and each July 1 thereafter, all probationary assistant district attorneys may, at the discretion of the district attorney, move up one full wage step on the next anniversary date of their initial employment.

As an example, the following table represents each step in this pay progression plan for assistant district attorneys using current hourly wage numbers. Each step represents an increase of \$2.096 per hour.

Step 1	\$23.673
Step 2	\$ 25.769
Step 3	\$27.866
Step 4	\$29.962
Step 5	\$32.059
Step 6	\$34.155
Step 7	\$36.252
Step 8	\$38.348
Step 9	\$40.445

Step 10 \$42.541
Step 11 \$44.637
Step 12 \$46.734
Step 13 \$48.830
Step 14 \$50.927
Step 15 \$53.023
Step 16 \$55.120
Step 17 \$57.216

DRAFT

November 21, 2011

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On July 1, 2014, and on each July 1 thereafter, all non-probationary assistant district attorneys who are not at the maximum hourly wage level may move up one full wage step at the discretion of the district attorney. Beginning July 1, 2014 and each July 1 thereafter, all probationary assistant district attorneys may, at the discretion of the district attorney, move up one full wage step on the next anniversary date of their initial employment.

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DRAFT



State of Wisconsin
2011 - 2012 LEGISLATURE



LRB-3588/1

RAC:.....

Jason

2011 BILL

JL

X
- gm. cat.

1 AN ACT ...; relating to: establishing an assistant district attorney pay
2 progression plan.✓

Analysis by the Legislative Reference Bureau

* This bill establishes a pay progression plan for assistant district attorneys. under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant district attorneys contained in the compensation plan. The first step equals the lowest hourly salary rate for the salary range and the last step equals the highest hourly salary rate for the salary range.✓

Under the bill, on July 1, 2013,✓ all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013.✓ All other assistant district attorneys, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant district attorneys for a continuous period of 12 months.✓

In addition, under the bill, on July 1, 2014,✓ and on each July 1 thereafter, all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on

BILL

immediately preceding June 30.[✓] All other assistant district attorneys, who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on the immediately preceding June 30,[✓] when they have served with the state as assistant district attorneys for a continuous period of 12 months.[✓]

For further information see the **state** fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 [✓]
SECTION 1. 230.12 (10) of the statutes is created to read:

2 230.12 (10) ASSISTANT DISTRICT ATTORNEY PAY PROGRESSION PLAN.[✓] (a) There is
3 established a pay progression plan for assistant district attorneys.[✓] The pay
4 progression plan shall consist of 17[✓] hourly salary steps, with each step equal to
5 one-seventeenth[✓] of the difference between the lowest hourly salary and the highest
6 hourly salary for the salary range for assistant district attorneys contained in the
7 compensation plan. The first step shall equal the lowest hourly salary rate for the
8 salary range and the last step shall equal the highest hourly salary rate for the salary
9 range.[✓]

10 (b) On July 1, 2013,[✓] all assistant district attorneys who have served with the
11 state as assistant district attorneys for a continuous period of 12[✓] months or more, and
12 who are not paid the maximum hourly rate, shall be paid an hourly salary at the step
13 that is immediately above their hourly salary on June 30, 2013.[✓] All other assistant
14 district attorneys, who are not paid the maximum hourly rate, shall be paid an hourly
15 salary at the step that is immediately above their hourly salary on[✓] June 30, 2013,
16 when they have served with the state as assistant district attorneys for a continuous
17 period of 12[✓] months.

BILL

(c) On July 1, 2014, and on each July 1 thereafter, all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on immediately preceding June 30. All other assistant district attorneys, who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant district attorneys for a continuous period of 12 months.

11

SECTION 2. 978.12 (1) (c) of the statutes is amended to read:

as affected by 2011 Wisconsin
Act 10,

12

978.12 (1) (c) *Assistant district attorneys*. Assistant district attorneys shall be employed outside the classified service. For purposes of salary administration, the director of the office of state employment relations shall establish one or more classifications for assistant district attorneys in accordance with the classification or classifications allocated to assistant attorneys general. Except as provided in s. ss. 111.93 (3) (b) and 230.12 (10), the salaries of assistant district attorneys shall be established and adjusted in accordance with the state compensation plan for assistant attorneys general whose positions are allocated to the classification or classifications established by the director of the office of state employment relations.

History: 1989 a. 31, 117, 336; 1991 a. 32, 39; 1993 a. 294; 1999 a. 9, 85; 2003 a. 33 ss. 2798, 2800, 9160; 2007 a. 78, 224; 2011 a. 10.

21

(END)

Champagne, Rick

From: Turke, Jon
Sent: Wednesday, December 21, 2011 1:17 PM
To: Champagne, Rick
Subject: draft ADA change

Attachments: Draft Amendment Dec 19, 2011 (00470423).doc

Draft language

Jon Turke
Office of State Representative Michelle Litjens
56th Assembly District
Phone: 608-266-7500
Office: 221 North



Draft Amendment
Dec 19, 2011 (...)

Suggested amendment to (c):

(c) On July 1, 2014, and on each July 1 thereafter, each assistant district attorney, who has served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, shall be eligible for a merit-based salary increase of up to 1/17th of the difference between the minimum and maximum salary to be reasonably distributed at the discretion of their supervising district attorney in accordance with the compensation plan adopted by the office of state employee relations. All other assistant district attorneys, who are not paid the maximum hourly rate, will be eligible for the same salary increase when they have served with the state as assistant district attorneys for a continuous period of 12 months.

Deleted: all

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Deleted: may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on immediately preceding June 30

Deleted: may, at the discretion of their supervising district attorney, be paid an hourly salary at the step that is immediately above their hourly salary on the immediately preceding June 30

Deleted: ,

- Allow for any number of step increases, not just one
- provide that pay progression plan is based on merit & that the increases are at the discretion of the supervisor



(D-Nate)
State of Wisconsin
2011 - 2012 LEGISLATURE



LRB-3588/12
RAC:jld:rs

RMR

(Scribbled out signature)
2011 BILL

*under
please*

*, which was required under
2011 WISCONSIN Act 32*

reym. cat.

4

1 AN ACT *to amend* 978.12 (1) (c); and *to create* 230.12 (10) of the statutes;
2 **relating to:** establishing an assistant district attorney pay progression plan.

Analysis by the Legislative Reference Bureau

This bill establishes a pay progression plan for assistant district attorneys. Under the bill, the pay progression plan consists of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant district attorneys contained in the compensation plan. The first step equals the lowest hourly salary rate for the salary range and the last step equals the highest hourly salary rate for the salary range. [↑]

Under the bill, on July 1, 2013, all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant district attorneys, who are not paid the maximum hourly rate, must be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant district attorneys for a continuous period of 12 months.

In addition, under the bill, on July 1, 2014, and on each July 1 thereafter, all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at ~~the~~ ^{any} step that is immediately above their hourly salary on

any

All the pay progression plan shall be based entirely on merit.

BILL

the immediately preceding June 30. *any* All other assistant district attorneys, who are not paid the maximum hourly rate, may, at the discretion of their supervising district attorney, be paid an hourly salary at ~~the step that is immediately~~ above their hourly salary on the immediately preceding June 30, when they have served with the state as assistant district attorneys for a continuous period of 12 months.

For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

X
SECTION 1. 230.12 (10) of the statutes is created to read:

230.12 (10) ASSISTANT DISTRICT ATTORNEY PAY PROGRESSION PLAN. (a) There is established a pay progression plan for assistant district attorneys. The pay progression plan shall consist of 17 hourly salary steps, with each step equal to one-seventeenth of the difference between the lowest hourly salary and the highest hourly salary for the salary range for assistant district attorneys contained in the compensation plan. The first step shall equal the lowest hourly salary rate for the salary range and the last step shall equal the highest hourly salary rate for the salary range. *The pay progression plan shall be based entirely on merit.*

(b) On July 1, 2013, all assistant district attorneys who have served with the state as assistant district attorneys for a continuous period of 12 months or more, and who are not paid the maximum hourly rate, shall be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013. All other assistant district attorneys, who are not paid the maximum hourly rate, shall be paid an hourly salary at the step that is immediately above their hourly salary on June 30, 2013, when they have served with the state as assistant district attorneys for a continuous period of 12 months.

BILL

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SECTION 2. 978.12 (1) (c) of the statutes, as affected by 2011 Wisconsin Act 10, is amended to read:

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(END)

DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU

LRB-3588/2dn

RAC:jld:rs

↑
keep

date

* Please note that, in s. 230.12 (10) (a),[✓] per your instructions, I provided that the pay progression plan must be based solely on merit and I specified in s.[✓]230.12 (10) (c) that the annual hourly salary increase may consist of any number of steps.

Rick A. Champagne
Senior Legislative Attorney
Phone: (608) 266-9930
E-mail: rick.champagne@legis.wisconsin.gov

**DRAFTER'S NOTE
FROM THE
LEGISLATIVE REFERENCE BUREAU**

LRB-3588/2dn
RAC:jld:jf

January 4, 2012

Please note that, in s. 230.12 (10) (a), per your instructions, I provided that the pay progression plan must be based solely on merit and I specified in s. 230.12 (10) (c) that the annual hourly salary increase may consist of any number of steps.

Rick A. Champagne
Senior Legislative Attorney
Phone: (608) 266-9930
E-mail: rick.champagne@legis.wisconsin.gov

Godwin, Gigi

From: Turke, Jon
Sent: Wednesday, January 18, 2012 2:44 PM
To: LRB.Legal
Subject: Draft Review: LRB 11-3588/2 Topic: Pay progression for ADAs; 17 steps

Please Jacket LRB 11-3588/2 for the ASSEMBLY.